

# FACULTY ADVOCATE ELECTION



**Kinsey B. Bryant-Lees, Associate Professor**

**Department of Psychological Science & Industrial-Organizational Psychology MS Program**

**College of Arts and Sciences**

## **Biographical Statement** (350-word maximum)

My name is Dr. Kinsey Bryant-Lees, and I am an Associate Professor in the Department of Psychological Science at NKU. I am an Industrial-Organizational and Human Factors psychologist by training; broadly speaking, my research focuses on using innovative scientific research methods to better understand human behavior within organizations, and improve our ability to capture meaningful data that reflects peoples' lived experiences and well-being within them (i.e., occupational health and climate assessment, belonging and workplace discrimination, assessment of organizational change effectiveness, multi-level organizational performance, etc.).

My expertise as an organizational scientist have been integral to my success in teaching, research and service.

Over the last seven years, I have invested significant time and energy into improving our campus climate and sustaining equitable organizational change. As a past president of our Staff, Administrators, and Faculty for Equity (SAFE) Group on campus, I helped increase our visibility and connections with students across campus. In addition, I have been very involved in our university governance, including serving two terms on both the University and CAS Curriculum Committees, the Faculty Senate Budget Committee, the Psychological Science faculty senate representative, and most recently as the 2025-2026 Faculty Advocate. As the faculty advocate in my first term, in addition to fulfilling my core duties of helping faculty navigate the RPT process, I have been a consistent advocate on issues and policy changes that impact the entire campus and will continue to do so if re-elected.

I am also a dedicated teacher and scholar. As evidence, in addition to my core courses, I have supervised 38 students for independent research projects, many of which were applied organizational research projects in service to NKU. In terms of research, my work at NKU thus far has culminated in ten peer-reviewed articles, 31 national conference presentations, five internal grants (almost all of which were to support service-oriented assessment projects or independent research being conducted internally at NKU), two external grants, and three university awards: the 2022 NKU Excellence in Graduate Research Mentoring Award, the 2023 George Goedel Psychological Science Faculty Mentor of the Year Award, and the 2025 Inclusive Excellence Award.

**Why I want to serve as the Interim Faculty Regent (350-word maximum)**

I began my career here at NKU in the Fall of 2019; my experiences navigating my early career here during a pandemic, followed seamlessly by a budget and core values crisis have fundamentally changed my perspective. I now feel compelled to speak up and offer my voice to advocate for our faculty at the decision-making table towards creating a healthier and more inclusive campus community. My experience as an I-O Psychologist in applied research and organizational measurement, paired with my record of service to the University, makes me uniquely well-qualified for the Faculty Advocate position. Prior to the dissolution of the OIE in 2024, I was a co-author on the CPE reports for three years (2020-21 and 2021-22, 2022-23), and developed/administered the 2023 campus climate survey. In my current term as the faculty advocate, in addition to helping faculty navigate the grievance process, I have been working to improve the effectiveness and usability of the faculty handbook, and improving the process and content of the annual administrator evaluations.

In conclusion, supporting the health, wellness, and social safety of our faculty is essential to the work that we do. I believe that my expertise in human behavior and organizational measurement, paired with my commitment to representing and advancing what is best for our community of faculty, staff, and students, make me uniquely well-positioned for this role.

**Webpage** (an optional link to a webpage maintained by the candidate):

<https://www.linkedin.com/in/kinsey-bryant-lees-0562a253/>